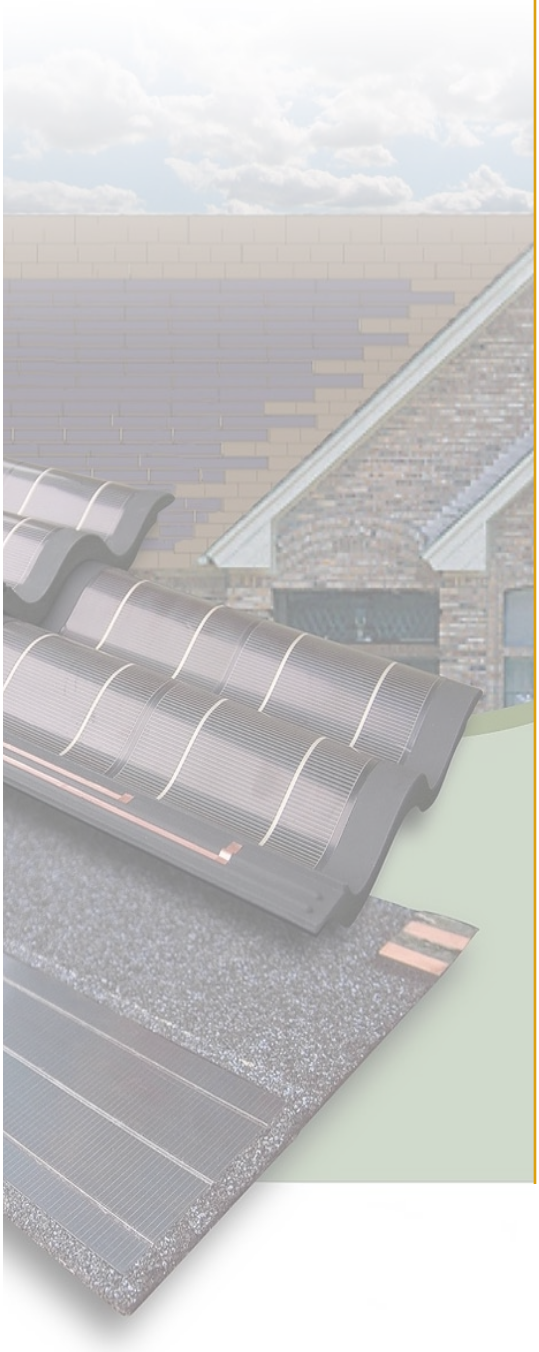

COMPANY

DOW
Solar Solutions

POSITION

Lead Industry Specialist

LOCATION

Midland, MI

For more information contact:

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Vice President, Client Development

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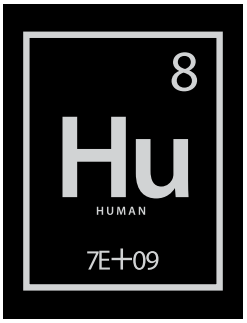
Company Information

DOW Chemical



DOW is a diversified chemical company that combines the power of science and technology with the "Human Element" to constantly improve what is essential to human progress. The company delivers a broad range of products and services to customers in 160 countries, connecting chemistry and innovation with the principles of sustainability to help provide everything from fresh water, food and pharmaceuticals to paints, packaging and personal care products. In 2008, DOW had annual sales of $57.5 billion and employed 46,000 people worldwide. The Company has 150 manufacturing sites in 35 countries and produces over 3,000 products. On April 1, 2009, DOW acquired Rohm and Haas Company, a global specialty materials company with sales of $10 billion in 2008, 98 manufacturing sites in 30 countries and approximately 15,000 employees worldwide. This acquisition further solidifies its dominance in the chemical and materials market.

DOW's Essential Elements

Taken together, DOW's essential elements of mission, vision, values, and strategy describe why the company exists, who they are, what they intend to do, and how they intend to do it. These essential elements provide insight, offer motivation, and point the way forward as they seek to grow and achieve their goals.

Mission: To constantly improve what is essential to human progress by mastering science and technology.

Vision: To be the largest, most profitable, and most respected chemical company in the world.

Values: Integrity and Respect for People.

Corporate Strategy: Strengthen our franchise basics businesses and preferentially invest in our performance businesses.

DOW's ability to innovate starts with high-caliber, high-performing people. Working on the right projects, and with the latest technology in their hands, DOW's scientists pursue ideas from the definite to the improbable.

There is no substitute for a highly intelligent and naturally inquisitive person who has been properly educated. DOW looks for these attributes

More Information:
www.dow.com
www.dow.com/hu

and a track record of success that would indicate a diligent work ethic and positive attitude. Once such a talent is found, DOW is committed to keeping them engaged – motivated by the nature of the work, and supported by technology and leadership that enables them to achieve. An organization of such individuals with common goals simply cannot be denied success.

Unlike flashy startup companies DOW has the profit base and diversified portfolio to support aggressive research with room for trial and error. DOW Research & Development has the equivalent of 400 start-ups in its innovation project portfolio.

Careers in DOW R&D allow you to:

- Work in one of the world's leading chemical and materials research organizations
- Create and discover new molecules
- Invent new products, processes and applications
- Work with customers to solve difficult problems
- Find practical uses for its products
- Innovate new solutions in growth markets
- Travel and interact with people around the globe

Division Information

DOW Solar

DOW's innovative new products are a key to solving the climate change challenge.

- DOW has 36 alternative and renewable energy projects in various stages of development around the world.
- DOW is making advances in alternatives/renewable that includes soy to polyol, glycerin to renewable propylene glycol, and advanced solar technology.

Through a DOW Corning joint venture, DOW is already a major raw material provider to the world's solar industry, and now they are ready to expand that role. The sun delivers a huge amount of energy to the Earth each day, providing clean power with no carbon emissions. However, solar is currently held back by the high costs of materials, fabrication, and installation.

DOW has made it a priority to develop the next generation of solar energy collection technology called building integrated photovoltaics – or BIPV.

To go solar today, you build a house and then install the PV system, requiring twice the labor and more materials. By designing the solar materials right into the roofing system, you can produce and install one product that not only provides protection from the elements, but also generates power. Click this link, dow.com/hu, to see DOW's advances in harvesting the sun.

During the past year, engineers, scientists and others at DOW Solar Solutions -- a $50 million investment -- have worked at a photovoltaic facility, a retrofitted former research and development building in the company's sprawling 1,900-acre campus.

"DOW's goal is to produce thermoplastic solar roof shingles for sale throughout North America. With President Barack Obama's insistence on renewable energy and conservation, the time is ripe for such an enterprise," said Robert J. Cleereman, senior director of solar development for DOW.

Using thin film photovoltaic technology, DOW intergrates solar cells with shingles. By 2011, officials expect to begin selling the product with its partners -- home builders Lennar Corp. of Miami, Pulte Homes Inc. of Bloomfield Hills and Jefferson City, Mo.-based Prost Builders Inc., as well as Global Solar Energy, a maker of flexible materials.

"Huge reductions in energy costs for consumers, government subsidies and/or tax breaks, and even free installation and materials are possibilities as solar consumption evolves, "Cleereman said.

Management Information

Dave Parillo

Senior R&D Director

Dave joined DOW in 2007 as the Sr. R&D Director for DOW Technology Licensing & Catalyst (DTLC) Business. In this position, Dave was responsible for all licensing R&D activities and was a member of the DTLC leadership team. Prior to his current position, Dave was the Sr. R&D Director for Ventures & Business Development R&D where he participated as a member of the V&BD Leadership Team. In this position, Dave directed R&D for various new and cross-business opportunities.

Before joining DOW, Dave held various positions at General Electric and Air Products and Chemicals. His final assignment with GE Silicones was Global Technology Manager where he led the development of products and processes serving numerous markets, including automotive, personal care, electronics, and agricultural and textile treatments. Prior to that role, Dave held various technical leadership roles at GE Silicones and GE Plastics.

Dave holds a Ph.D. in Chemical Engineering from the University of Pennsylvania. His work focused on "High Temperature Microcalorimetry Of High Silica Zeolites" Dave also holds a B.S. in Chemical Engineering from the University of Rhode Island. He is the holder of twelve U.S. patents and has authored/coauthored twenty publications in scientific literature. Dave is a certified Six Sigma Black Belt and has been the recipient of numerous awards, including GE's Whitney Technical Achievement Award.

Mike Hus

Senior R&D Leader

Mike Hus is located in Midland, Michigan where he leads the research and development group for DOW Solar Solutions. Mike is responsible for product development, materials research, project prioritization, budget and resource planning and recruiting of new talent.

Mike moved to Midland, Michigan from Shanghai, China where he led the technical service and development group for DOW Automotive in China, Korea and India. DOW Automotive is a business unit of The DOW Chemical Company, which specializes in developing innovative solutions for the Automotive and adjacent transportation markets. Additionally, Mike was the Research and Development leader for DOW's Materials Engineering Center and Materials Transformation Group in Shanghai.

Prior to that, Mike was with DOW's business development organization as the Research and Development Leader for Inclosia Solutions. Mike has also served as the Technology Leader. Mike led the team in developing the EXO Overmolding System, a mass production technology that allows wood, metal, fabric and leather, suede or denim to be incorporated in the housing of an electronic device.

Mike is the proud recipient of the R&D Magazine "100 Most Technologically Significant New Products of the Year", Design News "Best Product of the Year Award" and the Frost and Sullivan "Fabricated Plastics Process Design technology Innovation of the Year Award". Additionally, Mike was nominated for the 2007 DOW Genesis Award for excellence in people development and was awarded the DOW Chemical Development Scientist Award "Cramer Award" 4 times for innovative product development.

Mike is a member of the Society of Plastics Engineers, Society of Automotive Engineers and the American Institute of Chemical Engineers. Mike holds a bachelor's degree in chemical engineering from Michigan State University in East Lansing, MI.

Position Information

Lead Industry Specialist

The DOW Chemical Company, a growing international technology company with multi-billion dollar sales revenue, has an exciting and challenging opportunity for an experienced engineer to act as the Solar Installation Industry Specialist for DOW Solar Solutions and the Building Integrated Photovoltaic (BIPV) group. DOW Solar Solutions is a business unit within DOW that is engaged in the design, integration, installation, marketing, and sale of solar power systems. Their innovative energy technology products deliver solutions to enable residential and commercial customers gain their energy independence while improving the environment.

This is a lead installations role that requires a demonstrated history in the design and installation of BIPV systems. This role will have direct interaction with custom builders, solar installers and code development experts while allowing candidates with strong people leadership skills to be considered to take on additional people leader responsibilities. The industry specialist will effectively work in a visible, fast paced, multidisciplinary team environment and be capable of working with multiple organizations including outside companies, agencies and laboratories to achieve goals. The successful candidate will demonstrate strong leadership and innovation skills with the ability to manage multiple priorities effectively. Proven decision-making skills, excellent communication, documentation, and customer service skills are needed to be successful.

Key responsibilities include:

- Lead the design, production and installation of residential and commercial photovoltaic arrays and systems throughout North America
- Develop solar industry relationships with electrical and building code organizations to enable rapid deployment of DOW BIPV solutions
- Build strong industry relationships and leverage those relationships to influence code and standard development
- Lead the organizational design and skills set development for a DOW Solar solutions customer technical interface organization
- Implement education programs for utilities, homeowners, builders, dealers and roofers

- Lead development of residential roof design guidelines, training tools and solar roof top design tools for roof design creation
- Lead project scope screening process development and implementation
- Define solar installation commissioning procedure

Key Requirements:

- A BS, MS or Ph.D. degree in engineering (electrical or related) is required for this position.
- Minimum of 10 years experience in the solar field and previous experience with photovoltaic power systems installation, maintenance, diagnostic and troubleshooting techniques.
- Understanding of electrical codes, governing body standards and regulations (NEC, IEEE etc.) and industry trends.
- Experience in photovoltaic module installations, custom builders or solar installers.
- Strong solar array design experience and detailed code compliance experience.
- 50% travel anticipated.

Area Information

Midland, MI

The DOW Chemical Company has resided in Midland, MI since 1897 when it was founded. Midland currently has a land area of 35.65 square miles, making it the 7th largest city in the state of Michigan. This community with a population of approximately 42,000 people, provides the amenities of big city life with all the charm and security of a mid-sized community. Light traffic, a healthy economy, moderate cost of living, impressive housing stocks, strong educational systems, and easy access to big-city attractions put Midland on Bizjournal's 2008 list of the top "dream towns" in America.

Midland has many cultural opportunities ranging from music and theater to science and the arts. The Midland Center for the Arts delivers hands-on exhibits in science, art and technology. The Center provides two state-of-the-art auditoriums for audiences of 400 to 1500 to enjoy everything from the Midland Symphony and Theatre Guild to world-class orchestras and dance companies.

This community demonstrates its love of sports with world-class facilities. There are a wide range of athletic events at all levels, from large regional soccer tournaments to national competitions in speed skating. Midland has impressed many with its enthusiasm for sport as it was ranked the #1 tennis town in America, along with it being home to the only pro tennis tournament in Michigan.

There's no better way to take in the great outdoors than in a city where three rivers converge and a county with miles and miles of hiking and biking trails. There are 80 Midland City parks totaling about 3,000 acres of






park land. Two of Midland's largest parks, Emerson and Plymouth, feature large sheltered picnic areas, playgrounds, a pool and a major softball complex. Walkers, joggers, bikers, and skaters can use the Pere Marquette Rail-Trail, a ribbon of asphalt stretching 30 miles to the neighboring city of Clare. A new BMX track is located in Midland's growing Downtown area.

Midland offers two golf courses, The Midland community Center (with multiple swimming pools and exercise facilities), the West Midland Family Center, the North Midland Family Center, the Midland Gymnastics Center, the Midland Community Tennis Center and the Midland Curling Center. In addition, Midland is the home of Hangtime Sports, an 89,900-square-foot facility with eight indoor courts.

Nature is found in abundance at Midland's Dow Gardens. The 100 acre garden and arboretum was the original gardens of the Herbert H. Dow homestead and is open for tours. In addition, the Alden B. Dow Home and Studio offers tours of this landmark American architect's unique and influential style. Alden Dow designed the Grace A. Dow Memorial Library, Midland's public library named in his mother's honor.

The city's major shopping district is located north of town, on Eastman Avenue near US-10. There are several Big-box stores located here, as well as the Midland Mall, which includes Barnes & Noble, JCPenney, Target, Elder-Beerman, and Sears

Links

Click the links below to view the web site.

Midland Area Links

City of Midland
www.midland-mi.org

Midland Tomorrow
www.midlandtomorrow.org

Explore Midland
www.midlandcvb.org

Midland Area Chamber of Commerce *www.macc.org*

Midland Historical Society
www.macfta.org/A_historicalsociety

United Way of Midland
www.unitedwaymidland.org

Midland Community Center
www.midlandcommunitycenter.org

Arts & Entertainment

DOW Gardens
www.dowgardens.com

Chippewa Nature Center
www.chippewanaturecenter.org

Creative 360
www.becreative360.org

Midland Center for the Arts
www.mcfta.org

Midland County Fair
www.midlandfair.com

Education

Midland County Schools
www.mcesa.k12.mi.us/aboutsch.htm

Northwood University
www.northwood.edu

Shopping

Midland Mall
www.shopmidlandmall.com/shop/midland.nsf/index

Midland Area Farmers' Market
www.michigan.org/Property/Detail.aspx?p=B14358

Downtown Midland
downtownmidland.com

Professional Sports

Great Lakes Loons
www.loons.com

Detroit Lions
www.detroitlions.com

Detroit Pistons
www.nba.com/pistons/index_main.html

Detroit Shock
www.wnba.com/shock

Detroit Redwings
redwings.nhl.com

Detroit Tigers
detroit.tigers.mlb.com/index.jsp?c_id=det

Local News Publications

Midland Daily News
www.ourmidland.com

Detroit News
detnews.com

Metro Times
www.metrotimes.com

Community Recreation

Midland Tennis
www.midlandtennis.com

Currie Municipal Golf Course
www.curriegolf.com

Midland Area Youth Foootball
mayfl.org

Midland BMX
www.midlandbmx.com

Other Opportunities:

DOW Solar is also filling other roles, including:

- **Electrical Systems Design Engineer**
  The electrical engineer will design, analyze and evaluate building integrated photovoltaic (BIPV) modules and systems for residential and commercial solar arrays. This is a hands-on position that requires a demonstrated history of designing, building, debugging and testing of electrical circuits for BIPV Modules and systems.

We are also looking for individuals with knowledge of the solar industry with sales and marketing experience.

For more information contact:
Robbie Ropella
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If you have open positions in your organization, give us a call and put our people and our process to work for you.

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